DOCUMENT RESUME

ED 139 988 CE 011 059

TITLE	WIN in 1976. The Work Incentive Program. Seventh Annual Report to the Congress on Employment and Training Under Title IV of the Social Security Act. July 1, 1975-June 30, 1976.
INSTITUTION	Department of Health, Education, and Welfare, Washington, D.C.; Department of Labor, Washington, D.C.
PUB DATE	76
NOTE	57p.
EDRS PRICE	MF-$0.83 HC-$3.50 Plus Postage.
DESCRIPTORS	Age; Annual Reports; *Employment Programs; Federal Legislation; *Federal Programs; *Job Training; Occupations; *Participant Characteristics; Race; Sex (Characteristics); *Welfare Recipients
IDENTIFIERS	United States; *Work Incentive Program

ABSTRACT

This 1976 annual report on the Work Incentive Program (WIN), a federally funded program directed to assisting the transition of individuals from welfare to self-sufficiency and economic independence, includes both discussion of the 1976 activities and presentation of a broader perspective including background, change, and future prospects of the 8-year-old program. The report begins with four brief sections: (1) An overview of program purpose, administration, population, services, and adjudication; (2) highlights of 1976 major events regarding jobs, wages, and services; (3) statistics on WIN characteristics of the WIN population (numbers who registered in WIN, entered employment, and deregistered by sex, race, age, and education); and (4) comparison of 1975 and 1976 statistics on intake, employment, and employment and training programs. The fifth section covers program results and includes tables on job entries by occupation and sex; entry wages by sex, race, and age; and types and numbers of supportive services initiated during the first quarters of FY 1976 and FY 1975. A brief section on funding covers the program costs and the basis for making State allocations. Finally, the last section, a porspective on WIN, traces the program background and chronology of WIN legislative documents and their program effects, revised WIN regulations, projects initiated to evaluate WIN and test innovations; and focus for FY 1977. An appendix includes 5 tables regarding unemployment rates and WIN job entries by State; WIN registrants and those entering employment and deregistering; hourly wages by sex and State; and initiated social and day care services by State. (EM)

Documents acquired by ERIC include many informal unpublished materials not available from other sources. ERIC makes every effort to obtain the best copy available. Nevertheless, items of marginal reproducibility are often encountered and this affects the quality of the microfiche and hardcopy reproductions ERIC makes available via the ERIC Document Reproduction Service (EDRS). EDRS is not responsible for the quality of the original document. Reproductions supplied by EDRS are the best that can be made from the original.

ED139988

WIN in 76

The Work Incentive Program

Seventh Annual Report to the Congress
on Employment and Training Under Title IV
of the Social Security Act

July 1, 1975 - June 30, 1976

U.S. Department of Labor
W.J. Usery, Jr., Secretary

U.S. Department of Health, Education, and Welfare
David Mathews, Secretary

1976

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

CE 011 059

U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 18, 1976

TO THE CCNGRESS OF THE UNITED STATES

I am transmitting herewith the Seventh Annual Report on the Work Incentive (WIN) program, as required by Section 440 of the Social Security Act, as amended.

This report discusses the activities of the WIN program in fiscal year 1976, WIN's peak year to date, during which 211,185 full-time jobs were obtained by WIN registrants. Regulations published in the FEDERAL REGISTER on September 18, 1975, and effective March 16, 1976, made significant changes in program administration to bring improved supportive and employment services to the WIN population.

Fiscal year 1976 was a year of WIN change and achievement, a year in which the foundation was laid for a more effective WIN program in the coming year.

Sincerely,

W. J. Usery Jr.

Secretary of Labor

FOREWORD

The Work Incentive (WIN) program is a federally funded program, directed to assisting the transition of individuals from welfare to self-sufficiency and economic independence.

WIN is a response to a public perception of swelling welfare rolls and the consequent tax burden, and the phenomenon of "welfare families"--successive generations of families continuing to depend upon welfare. Conceived as a program with both economic and social objectives, WIN's purpose is that of helping individuals to obtain and retain employment, and of "...restoring the families of such individuals to independence and useful roles in their communities."1/

"It is expected that the individuals participating in the program...will acquire a sense of dignity, self-worth, and confidence which will flow from being recognized as a wage-earning member of society and that the example of a working adult in these families will have beneficial effects on the children in such families."2/

WIN is based upon the premise that the employable individual who accepts public support--welfare payments--is obliged to accept employment or preparation for employment, when offered. All applicants for and recipients of Aid to Families with Dependent Children (AFDC), except those legally exempt, must register for WIN as a condition of eligibility for AFDC assistance, and accept jobs or needed services as a condition of continuing eligibility.

In its eight years of operation, WIN has been the subject of both legislative and administrative change. Earliest efforts tended to focus upon a highly individualized service that emphasized training and other employability development services. This approach and modest funding limited the program to only a relatively small proportion of the WIN population. Amendments to the Social Security Act in 1971 mandated a change of approach. In the four-year period between enactment of the original WIN legislation and the 1971 amendments, welfare rolls had doubled and there was growing Congressional and public pressure to reduce their size. The new legislation required prompt job placement of readily employable WIN registrants to

---

1/ Social Security Act, title IV, part C, sec. 430.

2/ Ibid.

the extent possible; institutional training and other preparation for employment were to be provided only when immediate employment was not feasible.

Regulations published in the FEDERAL REGISTER on September 18, 1975, and effective the following March, required additional changes to further improve employment services for WIN registrants. Chief among these are transfer of registration for WIN from the welfare agency to the WIN sponsor, usually the public employment service, to provide the earliest possible exposure to job opportunities for the registrant. An optional component, intensive manpower services (IMS), was introduced. The goal of IMS is to help individuals to self-help and employment. IMS provides intensive manpower and employment services, with emphasis upon developing job seeking and job retention skills, to enable the individual to function effectively in the labor market, without the need for continued institutional intervention.

WIN has made the transition from a rehabilitation program to a job placement program. Its essential purpose remains unchanged--to help the welfare dependent achieve economic independence. WIN will continue, in the coming year, to stress the development of individual initiative and self-reliance on the part of the WIN population. The ultimate goal is development of the individual as a self-supporting, self-reliant, and productive member of the community.

WILLIAM H. KOLBERG
Assistant Secretary for
Employment and Training
U.S. Department of Labor

ROBERT FULTON
Administrator
Social and Rehabilitation
Service
U.S. Department of Health,
Education, and Welfare

Contents

	Page
Foreword	v
WIN--The Program	1
Highlights	3
The WIN Population--Characteristics	5
Significant Statistics	7
Program Results	9
Wages	9
Supportive Services	15
Funding	17
A Perspective on WIN	19
Background and Chronology	21
Revised WIN Regulations	23
Evaluation, Research and Demonstration	25
Looking Forward	29
Statistical Appendix	31
Glossary	45

Tables

		Page
Table 1.	WIN Registrants and Job Entrants, by Selected Characteristics, Fiscal Year 1976	6
Table 2.	Entry Hourly Wages of WIN Registrants, by Selected Characteristics, Fiscal Year 1976 . . .	11
Table 3.	Day Care and Other Supportive Services Initiated for WIN Participants, First Quarters, Fiscal Years 1975 and 1976	16

Charts

		Page
Chart 1.	Percent Distribution of WIN Job Entries, by Occupation and Sex, Fiscal Year 1976	10
Chart 2.	Percent Distribution of Entry Wages, by Sex, Fiscal Year 1976	12
Chart 3.	Percent Distribution of Entry Wages, by Race, Fiscal Year 1976	13
Chart 4.	Percent Distribution of Entry Wages, by Age, Fiscal Year 1976	14

WIN--THE PROGRAM

Purpose. To assist the movement of employable Aid to Families with Dependent Children (AFDC) applicants and recipients into full-time employment, leading to economic independence and resulting welfare savings.

Administration. Jointly administered by the Department of Labor (DOL) and the Department of Health, Education, and Welfare (DHEW). A National Coordination Committee (NCC), composed of the Assistant Secretary of Labor for Employment and Training and the Administrator of the Social and Rehabilitation Service, DHEW, has responsibility for policy-making and for overseeing the implementation of a joint management information system.

Population. All AFDC applicants and recipients at least 16 years of age must register for WIN, unless exempt by reason of health, incapacity, home responsibility, advanced age, student status, or geographic location. Exempt individuals may volunteer to participate in the program.

Services

Employment Services. Registration, appraisal, orientation, counseling, labor market information, job training, remedial education, job development, job placement.

Social Services. Child care, family planning, counseling, employment-related health and medical services, vocational rehabilitation, and such other social services as are required in the State WIN plan.

Source. Employment services are provided or arranged for by the WIN sponsor, usually the State public employment service. Social services are provided or arranged for by the separate administrative unit (SAU) for WIN of the State welfare agency.

Adjudication. A formal process initiated by a registrant for a WIN hearing, for resolving nonsanctionable WIN-related complaints and grievances, and for deciding sanctionable issues.

Sanctions. Refusal by a WIN registrant to accept offered employment or preparation for employment, without good cause, results in deregistration from the WIN program and may be followed by reduction of the family's AFDC cash grant.

The first female bus driver in South Bend's (Indiana) Public Transportation Corporation was placed in that job from the WIN program.

HIGHLIGHTS

Fiscal Year 1976

JOBS--During fiscal year 1976, 186,062 WIN registrants obtained one or more full-time jobs, a total of 211,185. This was 23.8 percent more jobs than in fiscal year 1975, and 19.1 percent more than in fiscal year 1974, the previous peak year for WIN.

--Forty-two States and the District of Columbia reported more job entries in fiscal year 1976 than in the previous fiscal year.

--In half of the States, increases in job entries exceeded 25 percent.

WAGES--Average wage rate paid for WIN job entrants was $2.90 an hour. Men were paid an average starting wage of $3.50 an hour; women averaged $2.57.

--Over half of male job entrants were paid starting wages of $3.00 or more an hour; slightly less than one-fifth of women were paid that rate.

SERVICES--New regulations provided, for the first time, that new registrants receive prompt exposure to the labor market.

--There were 21,111 fewer enrollments in WIN-funded skill training in fiscal year 1976 than in fiscal year 1975, a decrease of 18.5 percent.

--Training and employment in CETA and other non-WIN programs were provided to over 54,500 persons, an increase of 15.0 percent over the previous year.

With WIN help, a 58-year-old unemployed father with only an eighth-grade education obtained his GED, completed a CETA welding course, and got a job as a heli-arc welder at $4.19 an hour.

THE WIN POPULATION--CHARACTERISTICS

In fiscal year 1976, as in previous years, about three-fourths of WIN registrants were women. A little more than half of the registrants were white, and well over half were between the ages of 22 and 39 years. Most had some education beyond the eighth grade, but fewer than half were high school graduates. (See table 1.) About one-fifth were volunteers, persons legally exempt from mandatory registration, who chose to participate in WIN. (See table 2A.)

WIN placed a 33-year-old Indian mother of four as a coordinator in the United Indian Tribes employment/training program. Starting at $630 a month, she is doing outstanding work and has since had two salary raises.

Table 1. WIN Registrants and Job Entrants, by Selected Characteristics, Fiscal Year 1976

Characteristics	Registrants		Entered employment	
	Number	Percent	Number	Percent
Total	1/ 2,117,754	100.0	186,062	100.0
Registrant Category				
Mandatory	1,687,850	79.7	149,594	80.4
Voluntary	429,904	20.3	36,468	19.6
Sex				
Male	574,071	27.1	65,745	35.3
Female	1,543,683	72.9	120,317	64.7
Race				
White	1,173,634	55.4	126,998	68.3
Black	821,978	38.8	52,101	28.0
Other	122,142	5.8	6,963	3.7
Age (years)				
Under 22	367,445	17.4	29,293	15.7
22-39	1,271,416	60.0	126,240	67.9
40 and older	478,893	22.6	30,529	16.4
Years of school completed				
Less than 8	237,747	11.2	12,582	6.8
8-11	1,039,862	49.1	82,553	44.3
12	693,143	32.7	73,623	39.6
Over 12	147,002	7.0	17,304	9.3

1/ Includes carry-in from previous years.

SIGNIFICANT STATISTICS

Fiscal Years 1975 and 1976

	1976	1975	Change Number	Change Percent
Intake				
Registrations	942,260	839,408	102,852	12.3
Appraisals	674,677	555,447	119,230	21.5
Employment				
Full-time	211,185	170,641	40,544	23.8
Part-time (30 days or more)	19,680	N.A.		
WIN-funded programs 1/				
Employment (OJT-PSE)	47,453	51,589	-4,136	-8.0
Training	45,583	62,558	-16,975	-27.1
Non-WIN funded programs 1/				
Employment and training	54,552	47,425	7,127	15.0

1/ Includes carry-in from previous years.

PROGRAM RESULTS

In fiscal year 1976, WIN registrants obtained 211,185 full-time jobs. About half of WIN job entries were in white-collar and service employment. Nearly two-thirds of women job entrants and a fourth of the men found jobs in these occupations. Nearly two-fifths of the men, but less than one-fifth of the women, were in manufacturing-related jobs (processing, machine trades, benchwork) and structural work. (See chart 1.)

Wages

An essential measure of WIN effectiveness in helping WIN registrants to achieve self-sufficiency is the wage paid to them. In fiscal year 1976, the average starting wage for WIN job entrants was $2.90 an hour. For male entrants, it was $3.50 an hour. Over half of the men were paid at least $3.00 an hour, and a little more than a fourth received a starting wage of $4.00 or more an hour. (See table 2.)

Like women workers generally, a majority of WIN's female job entrants were employed in lower-paying occupations and received substantially lower wages than those of the men. Their average hourly starting wage was $2.57, 93 cents less than that paid to men. About a fifth were paid as much as $3.00 an hour, and only about 5 percent received $4.00 or more. (See chart 2.)

Race was also related to earnings. About 36 percent of white job entrants were paid $3.00 or more an hour, compared with 21 percent of black job entrants and 32 percent of those of other races. (See chart 3.)

Young persons, those under the age of 22, were generally paid less than older job entrants. Only about 21 percent of those less than 22 years old received as much as $3.00 an hour, compared to 32 percent of those 40 years old and older, and 34 percent of those aged 22 to 39 years. (See chart 4.)

A 17-year-old member of an AFDC family was placed in nurse aide training after high school graduation. While employed in a hospital, she took further training (on her own), and is now a registered nurse, floor supervisor in the hospital.

CHART 1. PERCENT DISTRIBUTION OF WIN JOB ENTRIES BY OCCUPATION AND SEX FISCAL YEAR 1976

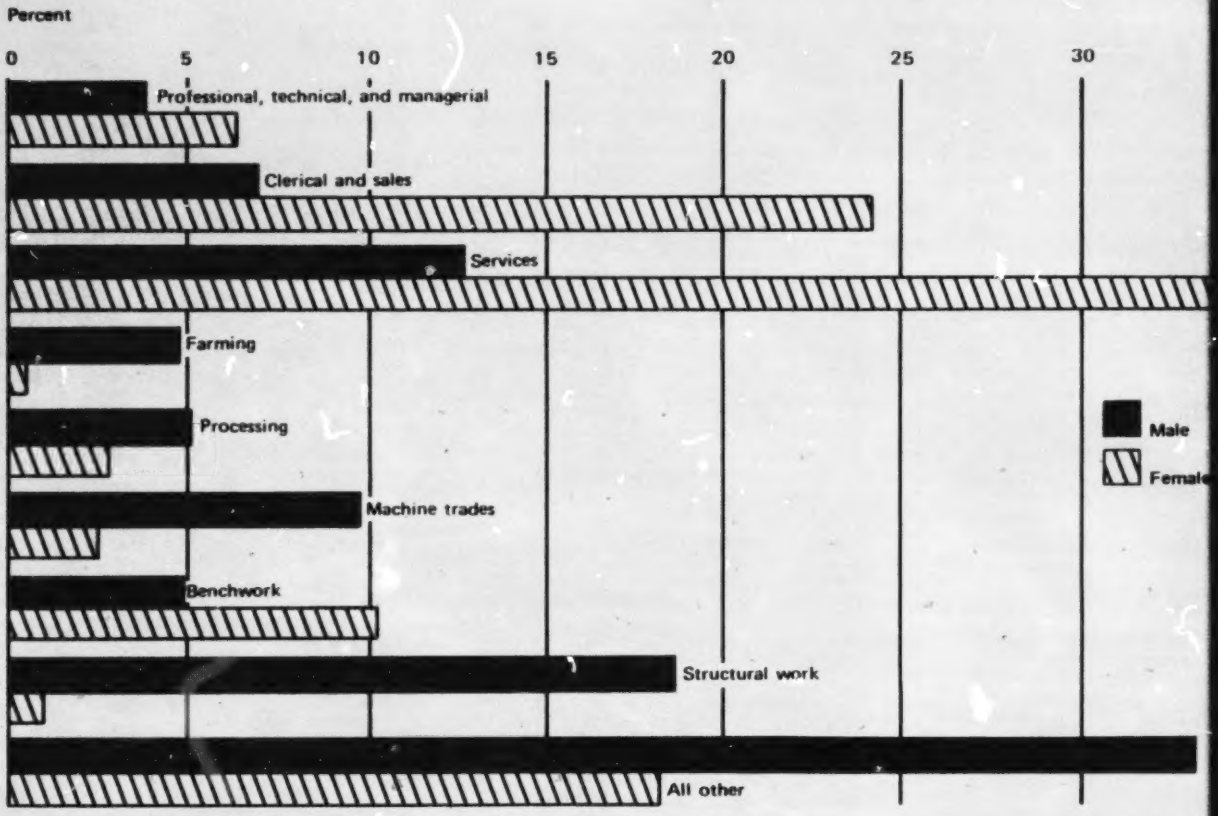


Chart 1. Percent Distribution of WIN Job Entries, by Occupation and Sex, Fiscal Year 1976

Table 2. Entry Hourly Wages of WIN Registrants, by Selected Characteris
Year 1976

Characteristics	Total		Entry hourly wages by percent d				
	Number	Percent	Less than $2.30	$2.30-2.99	$3.00-3.99	$4.00-4.99	o
Total	1/222,077	100.0	34.7	31.8	18.6	6.6	
Sex							
Male	76,811	100.0	18.8	23.1	27.0	13.2	
Female	145,266	100.0	43.2	36.4	14.2	3.1	
Race							
White	151,101	100.0	31.8	30.2	20.4	7.7	
Black	62,760	100.0	42.0	35.6	13.9	4.1	
Other	8,216	100.0	33.6	33.2	20.1	6.7	
Age (years)							
Under 22	35,826	100.0	42.7	35.4	14.1	3.6	
22-39	150,021	100.0	32.5	31.6	19.9	7.3	
40 and older	36,230	100.0	36.3	29.0	17.4	7.1	

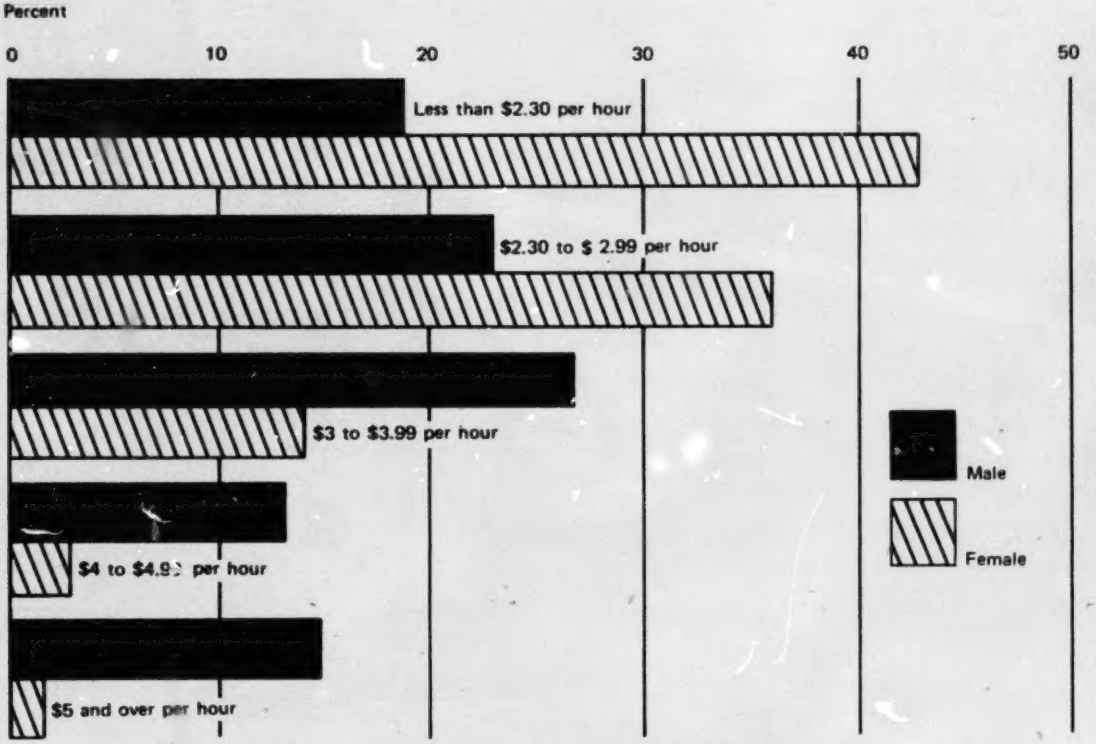
1/ Includes data for 222,077 of the 230,865 full-time and part-time jo
by WIN registrants in fiscal year 1976. Wages were not reported for the
8,788 jobs.

Hourly Wages of WIN Registrants, by Selected Characteristics, Fiscal 976

Total		Entry hourly wages by percent distribution					
Number	Percent	Less than $2.30	$2.30-2.99	$3.00-3.99	$4.00-4.99	$5.00 or more	Not rptd.
1/222,077	100.0	34.7	31.8	18.6	6.6	6.4	1.9
76,811	100.0	18.8	23.1	27.0	13.2	15.0	2.9
145,266	100.0	43.2	36.4	14.2	3.1	1.8	1.3
151,101	100.0	31.8	30.2	20.4	7.7	7.7	2.2
62,760	100.0	42.0	35.6	13.9	4.1	3.3	1.1
8,216	100.0	33.6	33.2	20.1	6.7	5.3	1.1
35,826	100.0	42.7	35.4	14.1	3.6	3.0	1.2
150,021	100.0	32.5	31.6	19.9	7.3	6.8	1.9
36,230	100.0	36.3	29.0	17.4	7.1	7.8	2.4

ta for 222,077 of the 230,865 full-time and part-time jobs obtained s in fiscal year 1976. Wages were not reported for the remaining

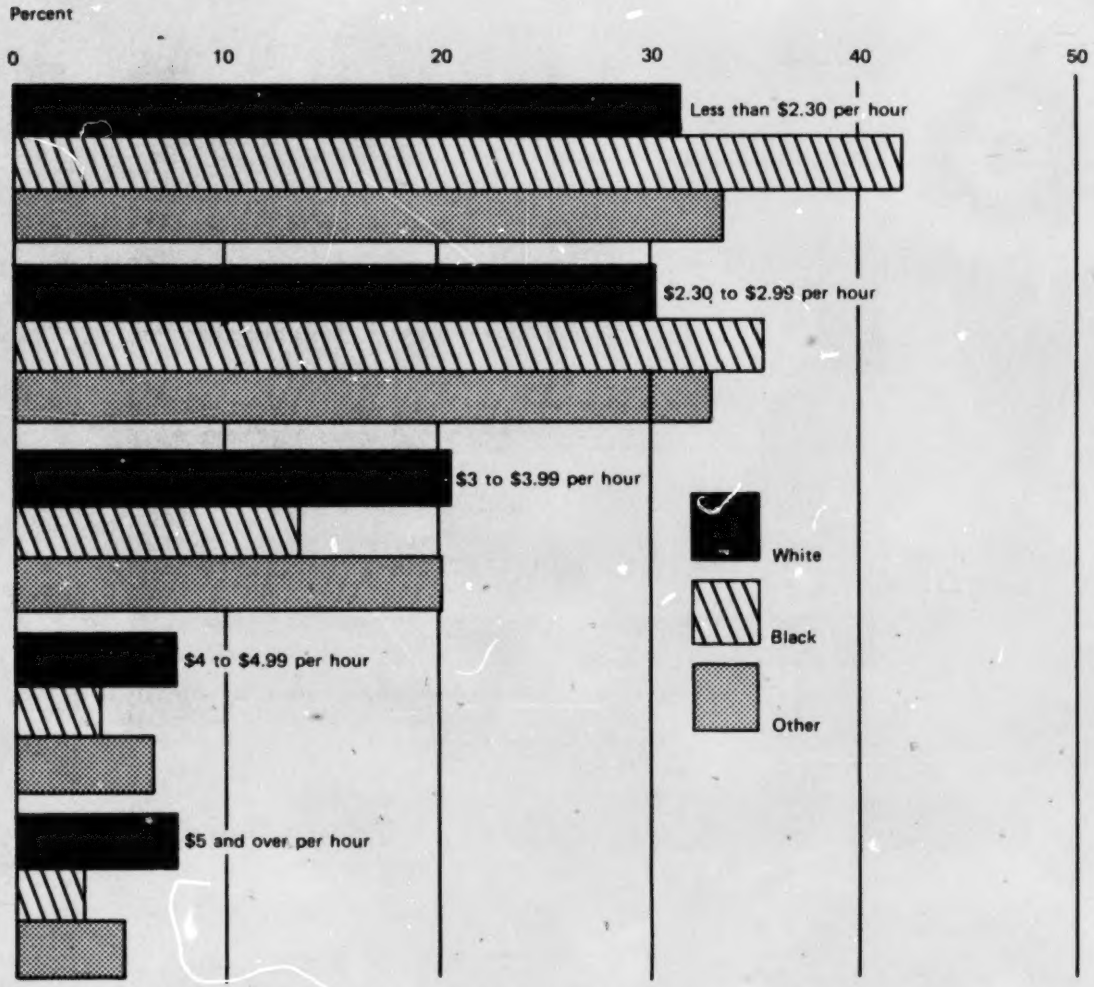
CHART 2. PERCENT DISTRIBUTION OF ENTRY WAGES BY SEX FISCAL YEAR 1976



NOTE: Entry wages were not reported for 2.6 percent of the men and 1.3 percent of the women.

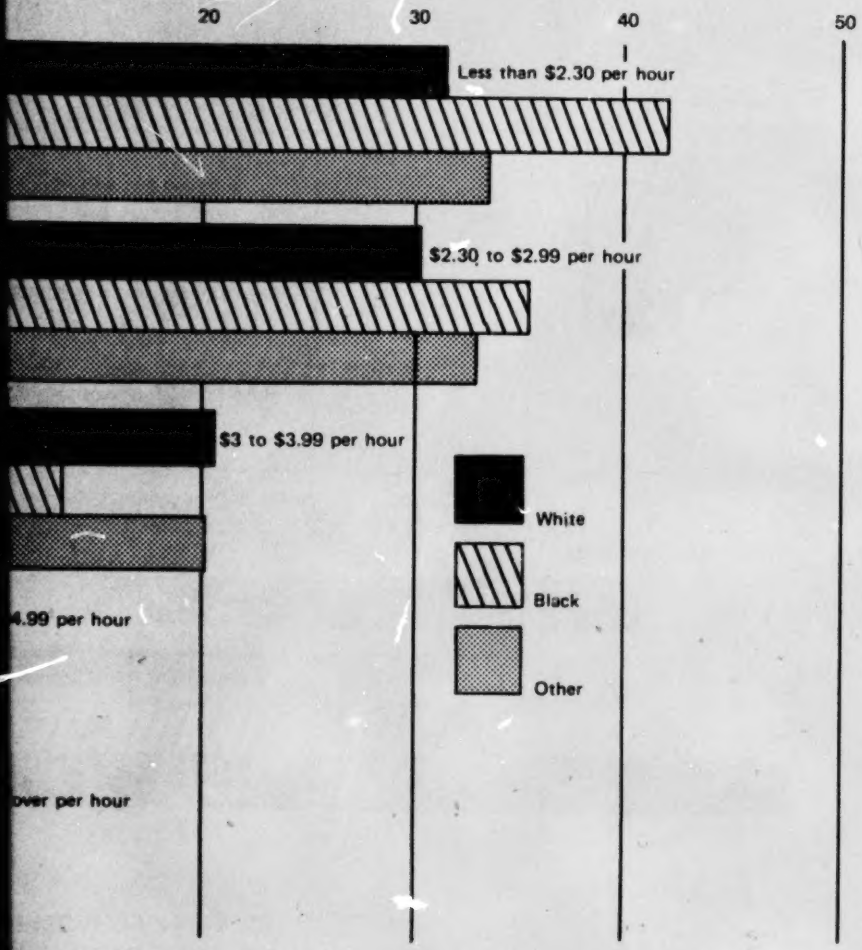
Chart 2. Percent Distribution of Entry Wages, by Sex, Fiscal Year 1976

CHART 3. PERCENT DISTRIBUTION OF ENTRY WAGES BY RACE FISCAL YEAR 1976



NOTE: Entry wages were not reported for 2.0 percent of the whites, 1.1 percent of the blacks, and 1.1 percent of the members of other races.

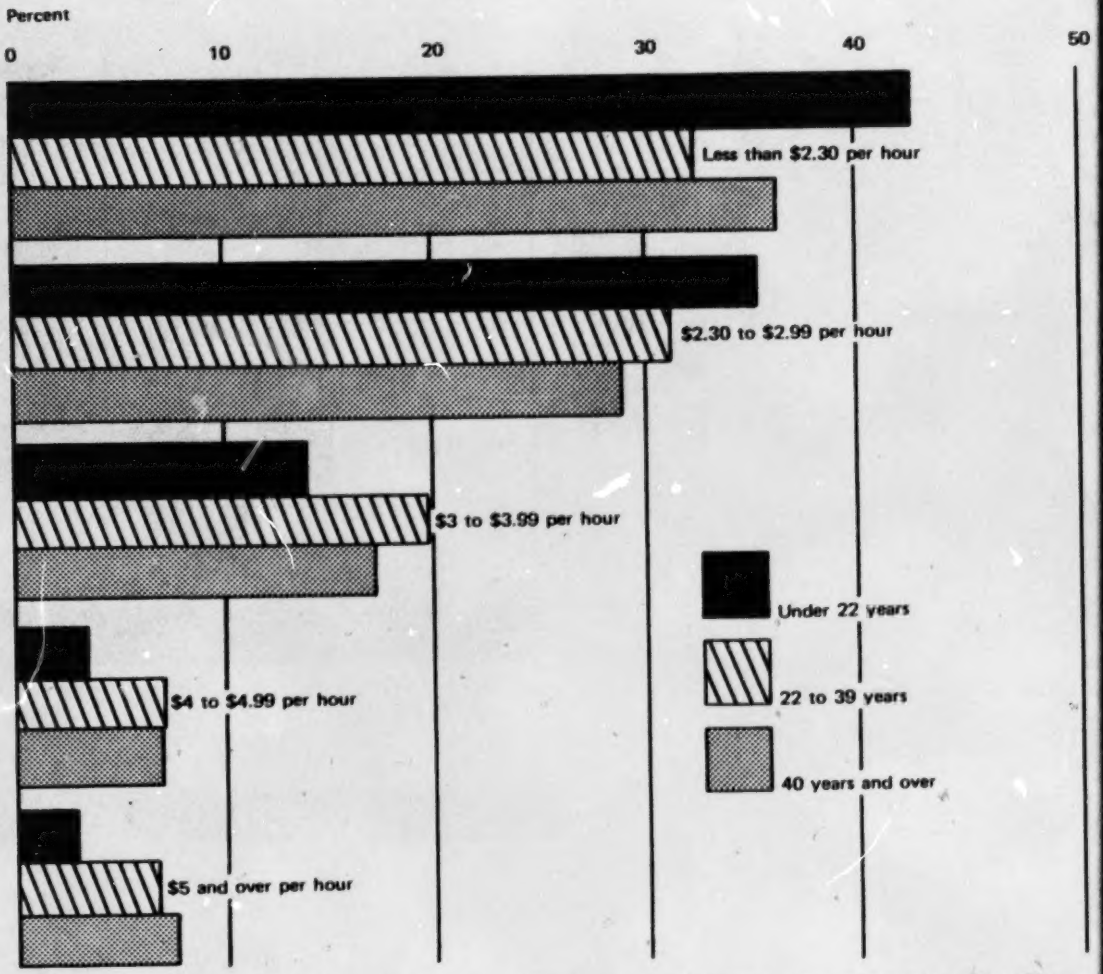
NT DISTRIBUTION OF ENTRY WAGES BY RACE
YEAR 1976



not reported for 2.0 percent of the whites, 1.1 percent of the blacks, and 1.1 percent of the races.

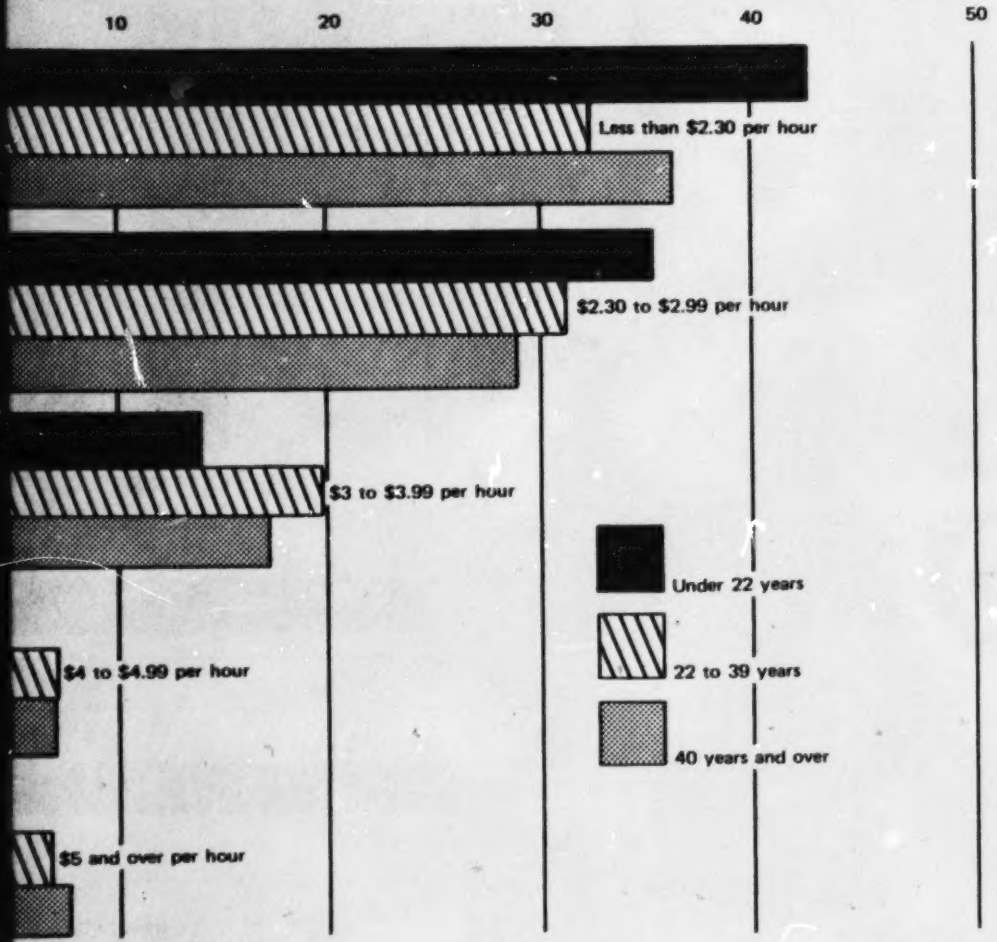
Chart 3. Percent Distribution of Entry Wages, by Race, Fiscal Year 1976

CHART 4. PERCENT DISTRIBUTION OF ENTRY WAGES BY AGE
FISCAL YEAR 1976



NOTE: Entry wages were not reported for 1.2 percent of the persons under 22 years, 1.8 percent of those 22 to 39 years and 2.2 percent of those 40 years and over.

Chart 4. Percent Distribution of Entry Wages, by Age, Fiscal Year 1976



ry wages were not reported for 1.2 percent of the persons under 22 years, 1.8 percent of those 22 to 39 years
2.2 percent of those 40 years and over.

Supportive Services

Separate administrative units (SAUs) in local welfare offices provide or arrange for the provision of supportive services for WIN registrants who would otherwise be unable to enter employment or participate in the WIN program. In the first three months of fiscal year 1976, the latest period for which these data are available, nearly 50,000 children received WIN-initiated child care services. Assistance in home management was given to more than 36,000 families, family planning to more than 16,000, and medical examinations to nearly 11,000 individuals. (See table 3.)

A mother of four, placed in training as a family counselor with a neighborhood services agency, was hired by the agency, is now in charge of a center, performing extremely well, and receiving $4.78 an hour.

Table 3. Day Care and Other Supportive Services Initiated for WIN Participants, First Quarters, Fiscal Years 1975 and 1976

Service	1976 Total	1976 Sub-total	1975 Total	1975 Sub-total
Day Care				
Families receiving day care	26,075		36,609	
Children cared for	49,643		74,814	
Full time		33,717		50,301
Part time		15,926		24,513
Other Services				
Home management	36,559		24,762	
Family planning	16,445		14,545	
Medical exams	10,917		12,458	
Remedial medical aid	10,267		8,805	
Transportation	7,253		8,274	
Vocational rehabilitation	6,413		4,563	
Housing improvement	4,513		5,559	

FUNDING

The total cost of the WIN program was $322 million in fiscal year 1976. Of this amount, about two-thirds (65.6 percent) was expended for work and training activity, and the remainder (34.4 percent) for child care and other supportive services.

In accordance with the 1971 amendments to the WIN legislation, which require that at least one-third of all program (work and training) funds be expended for on-the-job training and public service employment, 39 percent--approximately $81 million--of the $208 million employment and training money was expended for these components.

Many WIN registrants are able to participate in the program only if provided with supportive services, such as child care or assistance in arranging for transportation. A significant proportion of the WIN budget is required to enable such persons to enter or prepare for employment. In fiscal year 1976, over $114 million--over one-third of the $322 million expended for the WIN program--was used to provide such services.

Department of Labor funds were allocated to States on the basis of each State's percentage of registrants during the month of January 1975 and on the basis of incentives to improve program performance--as measured by welfare grant reductions and wages paid to WIN job entrants. The Department of Health, Education, and Welfare allocated social service funds to the States on the basis of these same factors and fiscal year 1975 social service expenditures.

A WIN mother of three was helped to obtain her GED and to obtain work as a checker in a grocers' supply company. Starting at $3.81 an hour, she advanced to job of lead checker and was subsequently transferred to another city when the company opened a store there. Her starting salary at the new store was $6.00 an hour.

A PERSPECTIVE ON WIN

Background and Chronology

Revised WIN Regulations

Evaluation, Research and Demonstration

Looking Forward

BACKGROUND AND CHRONOLOGY

The Work Incentive program is an outgrowth of several earlier attempts to introduce the concept of occupational rehabilitation as a solution to the problems of welfare recipients. These efforts began with the passage of 1962 amendments to the Social Security Act, which established a Community Work Training program for AFDC recipients 18 years of age or older. Title V of the Economic Opportunity Act of 1964 expanded the concept in the Work Experience and Training program. Eligibility for this program was extended both to welfare recipients and to unemployed fathers in States that did not provide welfare assistance to families with an unemployed father in the household. In addition, special target programs administered by the Department of Health, Education, and Welfare, and manpower programs of the Department of Labor began to place increased emphasis upon service to the disadvantaged, including welfare recipients.

Experience with these efforts indicated a need for a special program of assistance for those on welfare. The result was adoption of the Work Incentive program, authorized by amendments to title IV of the Social Security Act, signed into law on January 2, 1968. The Secretary of Labor was directed to establish work incentive programs by July 1, 1968, in each political subdivision in which he determined that there were a significant number of individuals 16 years of age or older receiving AFDC. The amendments also provided for phasing out Community Work and Training programs and Title V projects.

Passage in December 1971 of further amendments to the Social Security Act mandated the registration of all AFDC recipients 16 years of age or older, unless legally exempt, and required that all those employable for whom a job was available be placed in such employment. Welfare agencies were required to establish separate administrative units (SAUs) with specific responsibility for providing supportive services to WIN registrants who needed such assistance to enable them to accept employment or participate in the WIN program. Emphasis was to be upon employment at the earliest time feasible. This continues to be thrust of the WIN program. (See Chronology.)

An unemployed father, jobless for three years, was placed as a production worker in a large manufacturing plant at $4.30 an hour, despite several hundred other pending applications, through the efforts of the WIN technician.

WIN Chronology

Date	Documents	Effect
Jan. 2, 1968	P.L. 90-248. Amendments to Social Security Act, title IV, part C	Authorized Work Incentive (WIN) Program
Dec. 10, 1971	P.L. 92-178. Revenue Act of 1971, title VI	Authorized WIN tax credit
Dec. 28, 1971	P.L. 92-223. Amendments to Social Security Act, title IV, parts A and C	Required changes in WIN emphasis from institutional training to prompt entry into employment
June 20, 1972	FEDERAL REGISTER. 29 CFR Part 56 (DOL); 45 CFR Ch. II, Parts 220, 233, 234 (DHEW)	Regulations for carrying out the purposes of title IV, part C, of the Social Security Act, as amended (42 USCA 601-44)
July 18, 1972	FEDERAL REGISTER. 29 CFR Part 57	Regulations relating to administrative hearings and appeals procedures
Nov. 29, 1972	Rules of Practice of the National Review Panel, Work Incentive Program. FEDERAL REGISTER. 29 CFR Part 58	Set up adjudication procedures for appeals at the national level arising out of the Work Incentive Program
Mar. 7, 1973	FEDERAL REGISTER. 26 CFR Part 1	Established regulations for implementation of provisions of P.L. 92-178 (WIN tax credit)
Sep. 18, 1974	FEDERAL REGISTER. 29 CFR Part 56; 45 CFR Ch. II, Part 224 (DHEW)	Proposed revised WIN regulations
Mar. 29, 1975	P.L. 94-12. Tax Reduction Act of 1975	Authorized Welfare Tax Credit
Sep. 18, 1975	FEDERAL REGISTER. 29 CFR Part 56; 45 CFR Ch. II, Part 224 (DHEW). Effective March 16, 1976	Revised joint (HEW and DOL) WIN regulations for carrying out the purposes of title IV, part C of the Social Security Act, as amended (42 USCA 601-44)

REVISED WIN REGULATIONS

Consolidated DOL-DHEW WIN regulations, published in the September 18, 1975, FEDERAL REGISTER, effect a major strengthening of the Work Incentive program. The regulations change WIN registration procedures, introduce an optional intensive manpower services (IMS) component, and streamline WIN hearings and adjudication procedures.

The regulations, which became effective March 16, 1976, or earlier, at the option of the State, transfer responsibility for WIN registration from the local welfare agency to the WIN sponsor, usually the State employment service. This assures that new registrants have immediate exposure to labor market information and to available job opportunities. The skills and knowledge of local employment service staff can be brought to bear upon the employment needs of the registrant, as is access to the job bank--a listing of job openings in the area. The WIN sponsor is also given responsibility for deregistration from WIN.

The regulations add a new component to WIN, intensive manpower services (IMS). The purpose of IMS is to provide intensive employment services to registrants, to help them find jobs as soon as possible, and to assist them in developing job seeking and job retention skills, and thus to make them independent of institutional aid. By the end of the fiscal year, half of the States had implemented an IMS component, and only 13 had not yet made plans for implementation in the near future.

WIN hearings procedures are streamlined by the new regulations. Previously, the welfare agency had jurisdiction over issues related to grant reductions, and cases involving failure to appear for appraisal. Cases involving refusal to accept employment or otherwise participate without good cause were heard by the WIN sponsor. Under the revised regulations, the welfare agency retains jurisdiction over issues related to WIN exemption determinations and grant reductions; the WIN sponsor has jurisdiction over all issues related to failure to participate. Finally, the regulations provide opportunity for the National Coordinating Committee to submit briefs and present oral arguments whenever a case is before the National Review Panel, the final level of administrative review to which WIN registrants may appeal.

An unemployed father, eighth-grade dropout, over 40 years old, was advised by WIN staff about improving appearance, attitudes, and "selling yourself" to an employer. Shortly after, he returned, shouting, "I sold myself! I sold myself!"--as a security guard.

EVALUATION, RESEARCH AND DEMONSTRATION

Section 441 of the Social Security Act directs the Secretary of Labor to provide for the continuing evaluation of the Work Incentive program and to "...conduct research regarding ways to increase the effectiveness of such programs." In fiscal year 1976, WIN initiated projects both for evaluating the WIN effort and for testing innovations "...to increase the effectiveness of such programs."

A major research project begun in fiscal year 1976 is directed to analysis of WIN research and evaluation studies sponsored by the Employment and Training Administration over the past eight years. The research is expected to reveal reasons for program outcomes, and thus to have significant implications for future employment, training, and welfare policies. Also analyzed will be evaluation studies of WIN operations and non-WIN research that bears on work activities of welfare recipients and other low-income persons. Focus of the analysis will be on those studies which explain the relation of characteristics of welfare recipients, the WIN program, and job markets to the work experience of WIN participants.

After reviewing completed WIN research, the principal investigator will identify significant areas which require further research. The investigator will discuss the suggested research topics with other researchers, Federal and State officials, and WIN officials in the national office. On the basis of these discussions, a final paper will be prepared, pointing out areas of significant WIN research to be pursued and mechanisms for improving the utilization of such research. Reports discussing implications of completed research findings for program operation and policy, and suggested new research, will be completed in fiscal year 1977.

The NCC initiated a special models program to be developed and operated by State and local WIN projects. The special models may be new or modified operations or techniques that have not yet been fully tested. The primary purposes are to: (1) encourage staff initiative and creativity, (2) introduce effective models into regular program operations, (3) utilize models as a basis for full-scale R&D studies, and (4) increase NCC's knowledge of innovative programs and techniques.

One such model, a rural employability project on South Central Indian reservations in Montana, was initiated in the spring of 1976 and will continue through fiscal year 1977. Objectives are to: (1) provide employment and social services to Indians living on rural reservations, (2) develop a coordinated employment program utilizing WIN services and other existing employment and social service resources, and (3) provide tribal members with training to enable them to operate employability development programs for others on the reservations.

A longitudinal study designed to assess the impact of WIN activity upon participants in the program contined. At the end of the fiscal year, some preliminary data were being compiled and analyzed. Conclusions based upon the analyses were, however, not available at the time this report was prepared. A completed report of the study is expected to be available by the end of calendar year 1976.

The Biographical Inventory Blank (BIB) is being tested in 11 WIN projects. The BIB profiles WIN registrants in terms of personal characteristics, educational background, and work history, and is based upon the premise that top scorers are those most likely to stay on the job or in a WIN component. Test results will be analyzed during fiscal year 1977 to determine whether BIBs are a reliable guide to screening registrants for services.

A Health Rehabilitation Study, being conducted in Ithaca and Syracuse, New York, is an effort to identify treatable health problems that prevent the individual's employment, to provide the required treatment, and to place the individual in a job. Health problems, often debilitating but treatable, are a frequent reason for welfare dependency. This study therefore has important implications for programs to remove obstacles to welfare clients' movement into employment. The study and analysis of results will be completed in fiscal year 1977.

A contract was awarded to analyze the composition and experiences of unassigned recipients (WIN registrants who are AFDC recipients and who are not: [1] working registrants, [2] in a component, [3] in adjudication, or [4] in 60-day counseling). The project, funded through the Small Business Administration, will explore the factors that affect the placement potential of these individuals. Areas to be studied include:

1. characteristics of those in the unassigned group,
2. the history of their contacts with the WIN project,
3. their history as public assistance recipients,
4. their employability potential, and

5. the criteria for placing them in the unassigned category.

The purpose of this study is to assess these persons' problems and potential, and determine the best ways to assist them. This study is expected to continue into fiscal year 1978.

Plans were initiated for special mail surveys of WIN sponsors, to be conducted in fiscal year 1977. The purpose is to obtain data on characteristics and experience of WIN participants in public service employment, in non-WIN funded programs, and those leaving welfare for "other" reasons. The data will permit more thorough analysis of factors affecting the effective operation of specific WIN programs. Results will also enable national office staff to determine the feasibility and usefulness of inexpensive mail surveys, as a supplement to the regular WIN reporting system.

Tax Credits

In an effort to stimulate employment of WIN participants, Congress, in the Revenue Act of 1971, established the WIN tax credit, which permits employers of persons hired from the WIN program to claim a tax credit on their federal income tax for such employment. The Tax Reduction Act of 1975 expanded this to permit employers to claim a special welfare tax credit for hiring anyone who has been continuously on AFDC for at least 90 days prior to the date of hire.

To determine the extent of employer awareness of the WIN and welfare tax credits, and the effectiveness of the credits in motivating employers to hire WIN registrants, the Department of Labor contracted with an independent research firm to conduct a demonstration project. The project, predicated upon an earlier finding that many employers were unaware of the existence of such a credit, was designed to test whether or not employers, once made aware of the credits, would utilize them.

In each of the four demonstration cities--Minneapolis, Houston, Toledo, and Atlanta--a concerted multimedia public information campaign was initiated through the National Alliance of Businessmen (NAB) to inform employers of the WIN and welfare tax credits, the conditions under which they were available, and procedures for obtaining them. Results in the demonstration cities were compared with tax-credit use in "matched" cities--Milwaukee, Dallas, Cincinnati, and New Orleans.

Data were available for Minneapolis, Houston, and Toledo, and their "matched" cities (the project did not start in Atlanta until March) for the period December 1975-March 1976; they were compared with data for the period December 1974-March 1975. The data showed a strong immediate impact by the informational

campaign; each of the demonstration cities showed a significant increase in WIN tax credit use--well over 100 percent increase in each case, as compared with an increase of slightly less than 50 percent for the United States as a whole in the same period. Changes in the matched cities, which had not experienced the intensive publicity campaign, were mixed--one experienced a small increase, one a substantial decrease, and one (Dallas) reported a larger percentage increase than did any of the demonstration cities. The actual number involved in each city was small (none of the cities reported as many as 200 tax credit certifications in the demonstration period, or as many as 75 in the comparable period the previous year). However, the project showed that: (1) there continues to be underutilization of the WIN tax credit, even when a campaign is mounted to familiarize employers with its existence and terms; (2) such personalized media as letters and telephone calls are much more successful than mass media such as newspapers, radio, and television; and (3) tax credits do not appear to function as a significant hiring incentive. Employers are more interested in hiring qualified workers than they are in a tax credit.

A WIN mother was placed as a manager/trainee in a variety store at $500 a month. She has advanced to the position of manager and frequently places orders with the local job service for additional employees.

LOOKING FORWARD

Changes initiated in fiscal year 1976 to focus WIN more sharply as a job placement program reaching a greater proportion of its target population will be fully operative in the new fiscal year. Research and other projects begun earlier will be continued. The program, however, faces new challenges for the future.

Significant for the WIN program was the finding that, in fiscal year 1975, despite very high unemployment rates, WIN registrants obtained almost as many jobs as in the more vigorous economy of the previous year. Two-thirds of the jobs were secured by WIN participants without prior WIN training. There were increases in the number of jobs obtained in white-collar and service occupations. This suggests a need for thorough analysis of local labor markets to identify occupational areas in which WIN registrants can find employment. WIN sponsors will be encouraged to make such analyses and will be given assistance in developing methodologies.

A further step toward enhancing job opportunities for those participating in WIN is to expand the range of jobs in which they can be placed. Some progress has been made in placing women, who are the majority of WIN registrants, in nontraditional jobs; training has been given to WIN staff in helping women find such jobs and in overcoming employers' resistance to hiring women for jobs in which men usually predominate. This effort will be continued and strengthened in fiscal year 1977.

Transfer of WIN registration to WIN sponsors, and implementation of the optional IMS component did not take place in most States until nearly the end of the third quarter of fiscal year 1976. Their impact was, therefore, relatively small. With registration now transferred in all States and an IMS component in place in more than two-thirds of the States, a significant improvement in the numbers of registrants assisted to employment and in the quality of service is anticipated. The functioning of these innovations is being closely scrutinized and analyzed, to maximize their effectiveness and refine techniques and procedures.

The quality of jobs obtained by WIN participants is another matter of continuing concern that will receive special attention in the new fiscal year. Over half of WIN job entries continued to be in the lower paid white-collar jobs, service jobs, and bench work. Only a little more than 1 in 10 was in the higher paid machine trades and structural work.

There will be a strong focus upon developing jobs in the more highly paid occupations, and those with potential for career development. Coordination with Comprehensive Employment and Training Act (CETA) and other community resources will be stressed, to provide expanded training and employment opportunities for the WIN population. As increasing levels of WIN resources are directed toward assisting the more readily employable, linkages with other resources must be expanded and reinforced to provide new or upgraded job skills to those with less immediate job capability.

Research and demonstration to develop more effective techniques for assisting those in WIN will be emphasized, especially with a view to enhancing individuals' self-help skills. One such project is being undertaken under contract with the Anna (Illinois) Mental Health and Development Center, to use the Job Finding Club method to develop WIN registrants' job finding skills.

In fiscal year 1977, WIN faces new challenges in a changing economy, and will direct its efforts to meet them--to serve more AFDC recipients, to improve job placements in terms of number and quality, and to stress increased efficiency of operation.

Through a special WIN project to train women in nontraditional occupations, WIN placed the first woman fiberglass mechanic with a major U.S. airline. She earns $61 a day.

STATISTICAL APPENDIX

		Page
Table 1A.	Unemployment rates and WIN job entries, by State, fiscal years 1975 and 1976	32
Table 2A.	Individuals registered in WIN, entered employment and deregistered, by selected characteristics, fiscal year 1976	35
Table 3A.	Average hourly wages of WIN registrants, by sex, by State, fiscal year 1976	36
Table 4A.	Social services initiated for WIN registrants, by State, first quarter, fiscal year 1976	39
Table 5A.	Day care services initiated for children of WIN registrants, by State, first quarter, fiscal year 1976	42

Table 1A. Unemployment Rates and WIN Job Entries, by State, Fiscal Years 1976

State	Unemployment rate		WIN job entries		jo
	June 1976	June 1975	June 1976	June 1975	Numb
Alabama	7.4	9.7	2,369	1,475	
Alaska	9.5	7.7	401	515	-
Arizona	8.1	10.5	1,370	1,244	
Arkansas	6.3	9.0	1,811	1,321	
California	9.9	10.5	33,343	27,257	6,
Colorado	6.1	5.9	4,725	3,002	1,
Connecticut	9.7	9.5	2,123	1,758	
Delaware	7.6	9.0	638	536	
District of Columbia	7.9	8.3	1,386	1,243	
Florida	10.2	11.1	4,008	4,116	-
Georgia	6.9	9.1	4,895	3,365	1,
Hawaii	8.8	7.0	1,175	948	
Idaho	6.5	6.6	823	949	-
Illinois	7.4	8.0	8,930	6,849	2,
Indiana	5.6	10.1	3,849	2,315	1,
Iowa	5.2	5.6	3,135	1,980	1,
Kansas	4.3	4.8	3,537	1,697	
Kentucky	6.5	8.1	2,582	1,515	1,
Louisiana	8.4	8.3	2,056	1,868	
Maine	7.7	8.9	1,395	1,503	-
Maryland	6.1	7.6	4,771	5,295	-
Massachusetts	8.2	12.3	6,390	5,069	1,
Michigan	10.2	13.5	10,945	8,933	2,
Minnesota	5.3	6.5	4,575	3,065	1,

loyment Rates and WIN Job Entries, by State, Fiscal Years 1975 and

Unemployment rate		WIN job entries		Change in job entries	
June 1976	June 1975	June 1976	June 1975	Number	Percent
7.4	9.7	2,369	1,475	894	60.6
9.5	7.7	401	515	-114	-22.1
8.1	10.5	1,370	1,244	126	10.1
6.3	9.0	1,811	1,321	490	37.1
9.9	10.5	33,343	27,257	6,086	22.3
6.1	5.9	4,725	3,002	1,723	57.4
9.7	9.5	2,123	1,758	365	20.8
7.6	9.0	638	536	102	19.0
7.9	8.3	1,386	1,243	143	11.5
10.2	11.1	4,008	4,116	-108	-2.6
6.9	9.1	4,895	3,365	1,530	45.5
8.8	7.0	1,175	948	227	23.9
6.5	6.6	823	949	-126	-13.3
7.4	8.0	8,930	6,849	2,081	30.4
5.6	10.1	3,849	2,315	1,534	66.3
5.2	5.6	3,135	1,980	1,155	58.3
4.3	4.8	3,537	1,697	840	49.5
6.5	8.1	2,582	1,515	1,067	70.4
8.4	8.3	2,056	1,868	188	10.1
7.7	8.9	1,395	1,503	-118	-7.9
6.1	7.6	4,771	5,295	-524	-9.9
8.2	12.3	6,390	5,069	1,321	26.1
10.2	13.5	10,945	8,933	2,012	22.5
5.3	6.5	4,575	3,065	1,510	49.3

Table 1A (Continued)

State	Unemployment rate		WIN job entries		j
	June 1976	June 1975	June 1976	June 1975	Num
Mississippi	6.4	8.8	2,490	1,651	
Missouri	5.3	7.6	3,926	3,620	
Montana	8.4	8.4	1,101	967	
Nebraska	5.3	6.2	828	487	
Nevada	8.0	9.1	751	585	
New Hampshire	4.4	7.0	408	337	
New Jersey	9.3	11.5	3,592	3,649	
New Mexico	7.1	7.7	1,255	1,108	
New York	9.3	10.0	13,518	13,189	
North Carolina	6.2	9.2	2,894	1,859	1,
North Dakota	5.1	5.2	508	508	-
Ohio	7.2	9.1	12,667	8,832	3,
Oklahoma	7.8	7.9	1,894	1,208	
Oregon	9.0	10.4	5,515	3,803	1,
Pennsylvania	7.0	8.7	7,599	8,602	-1,
Puerto Rico	20.5	19.1	1,016	1,300	-
Rhode Island	9.9	15.3	1,462	969	
South Carolina	6.4	9.5	1,783	1,197	
South Dakota	4.8	5.2	1,063	863	
Tennessee	7.0	9.4	2,834	2,071	
Texas	6.1	6.3	6,715	5,114	1,
Utah	6.9	8.9	2,889	2,643	
Vermont	9.6	10.1	1,451	771	
Virginia	5.5	7.3	2,672	2,203	
Washington	8.8	10.0	5,754	4,593	1,
West Virginia	5.9	7.7	5,624	4,627	
Wisconsin	5.8	7.9	8,421	5,720	2,
Wyoming	3.8	4.2	243	239	

nued)

Unemployment rate		WIN job entries		Change in job entries	
June 1976	June 1975	June 1976	June 1975	Number	Percent
6.4	8.8	2,490	1,651	839	50.8
5.3	7.6	3,926	3,620	306	8.5
8.4	8.4	1,101	967	134	13.9
5.3	6.2	828	487	341	70.0
8.0	9.1	751	585	166	28.4
4.4	7.0	408	337	71	21.1
9.3	11.5	3,592	3,649	-57	-1.6
7.1	7.7	1,255	1,108	147	13.3
9.3	10.0	13,518	13,189	329	2.5
6.2	9.2	2,894	1,859	1,035	55.7
5.1	5.2	508	508	-	-
7.2	9.1	12,667	8,832	3,835	43.4
7.8	7.9	1,894	1,208	686	56.8
9.0	10.4	5,515	3,803	1,712	45.0
7.0	8.7	7,599	8,602	-1,003	-11.7
20.5	19.1	1,016	1,300	-284	-21.8
9.9	15.3	1,462	969	493	50.9
6.4	9.5	1,783	1,197	586	49.0
4.8	5.2	1,063	863	200	23.2
7.0	9.4	2,834	2,071	763	36.8
6.1	6.3	6,715	5,114	1,601	31.3
6.9	8.9	2,889	2,643	246	9.3
9.6	10.1	1,451	771	680	88.2
5.5	7.3	2,672	2,203	469	21.3
8.8	10.0	5,754	4,593	1,161	25.3
5.9	7.7	5,624	4,627	997	21.5
5.8	7.9	8,421	5,720	2,701	47.2
3.8	4.2	243	239	4	1.7

Table 2A. Individuals Registered in WIN, Entered Employment and Deregist
Selected Characteristics, Fiscal Year 1976

Characteristics	Registered	Entered Employment	Dere	
			Total	Emplo
Total	2,117,754	186,062	621,309	86,6
Sex				
Male	574,071	65,745	200,191	46,2
Female	1,543,683	120,317	421,118	40,4
Race				
White	1,173,634	126,998	391,784	62,2
Black	821,978	52,101	195,354	21,0
Other	122,142	6,963	34,171	3,3
Age (years)				
Under 22	367,445	29,293	125,779	13,1
22-39	1,271,416	126,240	371,871	58,2
40 and older	478,893	30,529	123,659	15,3
Years of school completed				
Less than 8	237,747	12,582	64,450	6,2
8-11	1,039,862	82,553	302,509	37,1
12	693,143	73,623	207,763	34,6
More than 12	147,002	17,304	46,587	8,6

uals Registered in WIN, Entered Employment and Deregistered, by
d Characteristics, Fiscal Year 1976

cs	Registered	Entered Employment	Deregistered		
			Total	Employed	All other reasons
	2,117,754	186,062	621,309	86,668	534,641
	574,071	65,745	200,191	46,227	153,964
	1,543,683	120,317	421,118	40,441	380,677
	1,173,634	126,998	391,784	62,264	329,520
	821,978	52,101	195,354	21,014	174,340
	122,142	6,963	34,171	3,390	30,781
	367,445	29,293	125,779	13,125	112,654
	1,271,416	126,240	371,871	58,203	313,668
	478,893	30,529	123,659	15,340	108,319
mpleted					
	237,747	12,582	64,450	6,253	58,197
	1,039,862	82,553	302,509	37,129	265,380
	693,143	73,623	207,763	34,643	173,120
	147,002	17,304	46,587	8,643	37,944

Table 3A. Average Hourly Wages of WIN Registrants, by Sex, by State, Fiscal Year 1976

State and Region	Total	Male	Female
U.S. Total	$2.90	$3.50	$2.57
Region I			
Connecticut	$2.68	$3.21	$2.60
Maine	2.41	2.67	2.38
Massachusetts	3.11	3.65	2.51
New Hampshire 1/	2.53	2.72	2.51
Rhode Island	2.71	3.08	2.49
Vermont	2.95	3.19	2.44
Region II			
New Jersey	$2.70	$2.98	$2.67
New York	2.78	3.08	2.63
Puerto Rico	1.83	1.81	1.85
Region III			
Delaware	$2.88	$3.65	$2.57
District of Columbia	2.81	2.99	2.79
Maryland	2.93	3.62	2.48
Pennsylvania	2.88	3.19	2.51
Virginia	2.36	2.61	2.35
West Virginia	N.A.	N.A.	N.A.
Region IV			
Alabama	$2.21	$2.30	$2.20
Florida	2.24	2.39	2.23
Georgia	2.31	2.40	2.30
Kentucky	2.64	3.10	2.30
Mississippi	2.25	2.24	2.25
North Carolina	2.32	2.40	2.32
South Carolina	2.27	2.23	2.27
Tennessee	2.25	2.29	2.25
Region V			
Illinois	$3.24	$3.86	$2.67
Indiana	2.40	2.67	2.38
Michigan	3.37	3.91	2.82
Minnesota	2.78	3.56	2.54
Ohio	3.10	3.42	2.49
Wisconsin	2.98	3.64	2.52

Table 3A (Continued)

State and Region	Total	Male	Female
Region VI			
Arkansas	$2.29	$2.30	$2.29
Louisiana	2.21	2.40	2.20
New Mexico	2.22	2.30	2.22
Oklahoma	2.20	2.26	2.19
Texas	2.21	2.28	2.21
Revion VII			
Iowa	$2.78	$3.41	$2.58
Kansas	2.47	2.95	2.35
Missouri	2.45	2.75	2.41
Nebraska	2.44	2.84	2.40
Region VIII			
Colorado	$2.75	$3.25	$2.38
Montana	2.70	3.79	2.53
North Dakota 1/	2.40	2.55	2.39
South Dakota	2.35	2.53	2.34
Utah	2.80	3.42	2.39
Wyoming	2.36	2.61	2.35
Region IX			
Arizona	$2.42	$2.36	$2.42
California	3.19	3.64	2.78
Hawaii	3.05	3.58	2.75
Nevada	2.62	2.70	2.62
Region X			
Alaska	4.21	3.69	4.22
Idaho	2.55	2.61	2.55
Oregon	3.26	3.76	2.70
Washington	3.53	4.12	2.90

1/ Based on incomplete data.

Table 4A. Social Services Initiated for WIN Registrants, by State, First (
Fiscal Year 1976

	Family planning	Medical exams	Home management	Housing improvement	Transpor-tation	Reme med
Totals	**16,445**	**10,917**	**36,559**	**4,513**	**7,253**	**10,**
Region I	**402**	**1,706**	**8,342**	**387**	**221**	
Connecticut	235	114	192	16	12	
Maine	28	13	1	8	11	
Massachusetts	34	278	95	77	62	
New Hampshire	15	3	336	15	69	
Rhode Island	34	1,249	7,682	221	-	
Vermont	56	49	36	50	67	
Region II	**2,086**	**2,377**	**3,843**	**723**	**337**	
New Jersey	751	265	747	238	120	
New York	862	2,025	2,645	323	140	
Puerto Rico	459	75	447	143	67	
Virgin Islands	14	12	4	19	10	
Region III	**1,174**	**972**	**562**	**391**	**442**	
Delaware	-	2	-	-	1	
District of Columbia	21	92	98	98	171	
Maryland	30	263	2	6	6	
Pennsylvania	34	197	18	49	103	
Virginia	91	231	440	203	88	
West Virginia	998	187	4	35	73	

Services Initiated for WIN Registrants, by State, First Quarter, Year 1976

amily anning	Medical exams	Home management	Housing improvement	Transpor- tation	Remedial medical	Voc. rehab.
6,445	10,917	36,559	4,513	7,253	10,267	6,413
402	1,706	8,342	387	221	137	114
235	114	192	16	12	6	17
28	13	1	8	11	14	8
34	278	95	77	62	60	68
15	3	336	15	69	-	2
34	1,249	7,682	221	-	-	-
56	49	36	50	67	57	19
2,086	2,377	3,843	723	337	596	237
751	265	747	238	120	85	64
862	2,025	2,645	323	140	206	102
459	75	447	143	67	305	71
14	12	4	19	10	-	-
,174	972	562	391	442	708	178
-	2	-	-	1	36	-
21	92	98	98	171	99	45
30	263	2	6	6	8	-
34	197	18	49	103	149	102
91	231	440	203	88	416	21
998	187	4	35	73	-	10

Table 4A (Continued)

	Family planning	Medical exams	Home management	Housing improvement	Transportation	Remed medi
Region IV	2,571	465	3,617	423	896	1,
Alabama	200	10	178	26	12	
Florida	196	188	1,018	79	169	
Georgia	778	63	1,088	88	73	
Kentucky	659	32	125	23	11	
Mississippi	160	8	482	56	30	
North Carolina	247	-	527	68	435	
South Carolina	186	84	160	75	130	
Tennessee	145	80	39	8	36	
Region V	1,007	2,360	3,232	1,318	3,360	5,
Illinois	32	904	1	-	40	
Indiana	65	17	16	6	32	
Michigan	580	34	1,545	541	1,675	3,
Minnesota	171	567	885	91	578	
Ohio	80	412	363	307	927	
Wisconsin	79	426	422	373	108	1,
Region VI	2,511	1,210	9,868	162	336	
Arkansas	100	1	271	8	1	
Louisiana	141	44	296	11	85	
New Mexico	2	26	76	15	26	
Oklahoma	1,452	901	8,180	20	52	
Texas	816	238	1,045	108	172	

mily nning	Medical exams	Home management	Housing improvement	Transpor-tation	Remedial medical	Voc. rehab.
,571	465	3,617	423	896	1,257	315
200	10	178	26	12	20	20
196	188	1,018	79	169	595	54
778	63	1,088	88	73	290	34
659	32	125	23	11	10	84
160	8	482	56	30	12	8
247	-	527	68	435	110	21
186	84	160	75	130	48	75
145	80	39	8	36	172	19
,007	2,360	3,232	1,318	3,360	5,212	4,250
32	904	1	-	40	144	5
65	17	16	6	32	18	-
580	34	1,545	541	1,675	3,357	3,919
171	567	885	91	578	347	34
80	412	363	307	927	189	241
79	426	422	373	108	1,157	51
,511	1,210	9,868	162	336	462	721
100	1	271	8	1	17	8
141	44	296	11	85	19	10
2	26	76	15	26	18	4
,452	901	8,180	20	52	255	589
816	238	1,045	108	172	153	110

Table 4A (Continued)

	Family planning	Medical exams	Home management	Housing improvement	Transportation	Reme med
Region VII	1,395	528	4,242	205	645	
Iowa	432	193	792	61	293	
Kansas	511	141	1,748	22	47	
Missouri	237	146	1,271	97	137	
Nebraska	215	48	431	25	168	
Region VIII	394	144	976	113	116	
Colorado	33	94	144	30	31	
Montana	32	33	128	32	53	
North Dakota	2	1	115	2	4	
South Dakota	271	16	225	27	27	
Utah	53	-	346	14	-	
Wyoming	3	-	18	8	1	
Region IX	4,053	972	1,198	702	672	
Arizona	383	245	156	70	23	
California	3,543	401	735	560	552	
Hawaii	14	254	47	25	21	
Nevada	113	72	260	47	76	
Region X	852	183	679	89	228	
Alaska	-	-	-	-	-	
Idaho	161	5	488	6	45	
Oregon	-	-	-	-	-	
Washington	691	178	191	83	183	

ed)

Family lanning	Medical exams	Home management	Housing improvement	Transpor- tation	Remedial medical	Voc. rehab.
1,395	528	4,242	205	645	479	78
432	193	792	61	293	5	26
511	141	1,748	22	47	89	16
237	146	1,271	97	137	372	32
215	48	431	25	168	13	4
394	144	976	113	116	219	99
33	94	144	30	31	41	73
32	33	128	32	53	52	3
2	1	115	2	4	3	5
271	16	225	27	27	4	17
53	-	346	14	-	119	-
3	-	18	8	1	-	1
4,053	972	1,198	702	672	925	410
383	245	156	70	23	240	4
3,543	401	735	560	552	611	389
14	254	47	25	21	74	9
113	72	260	47	76	-	8
852	183	679	89	228	272	11
-	-	-	-	-	-	-
161	5	488	6	45	59	2
-	-	-	-	-	-	-
691	178	191	83	183	213	9

Table 5A. Day Care Services Initiated for Children of WIN Registrants, by State, First Quarter, Fiscal Year 1976

	Families	Children		
		Total	Full time	Part time
Totals	26,075	49,643	33,717	15,926
Region I	1,293	2,265	1,548	717
Connecticut	498	910	598	312
Maine	116	206	172	34
Massachusetts	482	815	522	293
New Hampshire	56	98	57	41
Rhode Island	68	124	117	7
Vermont	73	112	82	30
Region II	4,568	8,966	5,316	3,650
New Jersey	953	1,437	1,061	376
New York	2,152	3,976	1,523	2,453
Puerto Rico	1,456	3,543	2,725	818
Virgin Islands	7	10	7	3
Region III	2,201	4,132	2,738	1,394
Delaware	69	98	84	14
District of Columbia	127	237	119	118
Maryland	438	833	599	234
Pennsylvania	528	966	444	522
Virginia	889	1,691	1,240	451
West Virginia	150	307	252	55
Region IV	4,433	9,012	6,197	2,815
Alabama	374	695	561	134
Florida	659	1,080	823	257
Georgia	1,204	2,321	1,561	760
Kentucky	149	293	230	63
Mississippi	601	1,463	682	781
North Carolina	705	1,543	1,270	273
South Carolina	418	995	629	366
Tennessee	323	622	441	181
Region V	3,794	6,807	4,696	2,111
Illinois	642	1,261	786	475
Indiana	733	1,455	892	563
Michigan	-	-	-	-
Minnesota	401	612	500	112
Ohio	680	1,246	1,052	194
Wisconsin	1,338	2,233	1,466	767

Table 5A (Continued)

	Families	Children		
		Total	Full time	Part time
Region VI	3,427	7,415	5,499	1,916
Arkansas	410	828	659	169
Louisiana	509	1,194	858	336
New Mexico	269	577	362	215
Oklahoma	547	1,358	953	405
Texas	1,692	3,458	2,667	791
Region VII	2,121	4,003	2,687	1,316
Iowa	532	893	681	212
Kansas	167	319	286	33
Missouri	1,116	2,205	1,380	825
Nebraska	306	586	340	246
Region VIII	1,066	1,773	1,318	455
Colorado	387	732	517	215
Montana	143	243	217	26
North Dakota	100	134	107	27
South Dakota	179	302	230	72
Utah	111	216	164	52
Wyoming	146	146	83	63
Region IX	2,749	4,628	3,283	1,345
Arizona	389	658	601	57
California	2,254	3,818	2,580	1,238
Hawaii	58	88	63	25
Nevada	48	64	39	25
Region X	423	642	435	207
Alaska	-	-	-	-
Idaho	122	265	228	37
Oregon	-	-	-	-
Washington	301	377	207	170

GLOSSARY

AFDC - (Aid to Families with Dependent Children) - A program authorized by title IV-A of the Social Security Act to provide financial assistance and social services to needy families with children.

APPRAISAL - The interview of a registrant by WIN and separate administrative unit (SAU) staff to determine the registrant's employability potential and suitability for participation in a WIN activity.

CERTIFICATION - A written notice from the SAU that necessary supportive services have been arranged or are available to enable a WIN registrant to accept employment, training, or manpower services, or that no supportive services are needed and that the individual is at that time ready for employment or training.

CETA - (Comprehensive Employment and Training Act) - A program to provide job training and employment opportunities to unemployed, underemployed, and economically disadvantaged persons.

CLASSROOM TRAINING - WIN-funded training components not relating to a specific occupational skill. It provides employment-related training to WIN registrants in a classroom setting.

COMPONENT - a structured, regularly scheduled program activity for certified registrants.

DEREGISTRATION - The process by which an individual is removed from registrant status in the WIN program. Deregistration always precedes termination. There are four reasons for deregistration:

A. Left Welfare - Employed - This occurs when a registrant is earning sufficient income to remove him from welfare.

B. Became Exempt - This occurs when a mandatory registrant becomes exempt or when a voluntary registrant decides to take advantage of his or her exemption.

C. Refused to Participate - Removed from Welfare Grant - After the adjudication process and 60-day counseling, if the registrant still refuses to participate, he or she is deregistered for this reason.

D. Left Welfare - Other - This occurs when an individual is deregistered for a reason other than those listed above.

EMPLOYABILITY PLAN - A written plan for a WIN registrant that sets forth the individual's occupational goals, and the manpower and supportive services needed to attain that goal.

EXEMPT - An AFDC applicant/recipient who is not legally required to register for employment or training under the WIN program as a condition of eligibility for AFDC.

INCOME MAINTENANCE UNIT (IMU) - The unit of the State or local welfare agency which accepts applications and determines an individual's eligibility for AFDC.

INTENSIVE MANPOWER SERVICES (IMS) - A structured component which provides concentrated employment and employability services to WIN registrants, with emphasis upon developing job finding and job retention skills. Services include exposure to the labor market, work experience, job referral, and job development.

REGISTRANT - An AFDC applicant or recipient who has registered with the WIN sponsor for employment and employability services.

Mandatory Registrant - An individual who is registered for the WIN program as a condition of eligibility for welfare.

Voluntary Registrant - An individual who volunteers to register for the WIN program, although not legislatively required to do so.

REGISTRATION - The process by which an AFDC applicant or recipient completes all necessary registration requirements.

SAU - (Separate Administrative Unit) - This is the unit of welfare agency personnel which is set up to handle supportive services for WIN registrants. This unit helps to determine which services are needed for an individual to participate, and arranges for or provides all required services decided upon. This is the unit that "certifies" to WIN staff that an individual can be placed in training or employment.

SUPPORTIVE SERVICES - Those social services provided by the SAU, such as child care, medical services, home management services, housing services, etc., which are necessary to enable an individual to engage in employment or training.

TERMINATION - Official separation from the WIN program. This always comes after a registrant has been deregistered. The following are reasons for termination:

A. Completed Job Entry - Deregistered - This occurs when a participant who successfully completed the 90-day job entry period in unsubsidized employment has been deregistered.

B. Returned to Welfare - Exempt - A registrant may be terminated as exempt when deregistered because he or she meets one of the legislative exemptions or drops out of volunteer status.

C. Refused to Participate - A registrant is terminated for refusal to participate when it is determined that he or she has (1) refused, without good cause, to accept appropriate work training, SAU services, or employment and training services, and (2) has been deregistered.

D. Left Welfare for Other Reasons - A registrant may be terminated when deregistered because he or she left welfare rolls for other reasons, such as leaving voluntarily, institutionalization, death, moving from welfare office's jurisdiction, or other reasons.

WIN/OJT (On-the-job training) - In this component, a participant is placed in a private or public worksite where the employer has indicated the intention to retain the individual after successful completion of training.

WIN/PSE (Public service employment) - This WIN component provides subsidized transitional employment for WIN participants in public or private nonprofit agencies if jobs in the regular economy cannot be obtained and if the participants require no additional training.

GPO 911-195